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OPPORTUNITY

EQUAL EMPLOYMENT

Office of Personnel ■ UNITED STATES DEPARTMENT OF AGRICULTURE ■ Washington, D. C.

Foreword

This publication presents in pictorial form improved conditions within the Department to advance to more challenging job applicants to obtain employment on the basis of ability.

Since 1961, welcome progress has been made in the advancement of minority group employees in grades GS-12 and above, or in the \$14,000 upward salary range. A study made in 1964 indicated only 15 such employees in grades GS-12 and above. But by the end of 1964 this number had increased to 46, or by 200 percent.

There also has been significant movement of employees from grades GS-5 to GS-7, GS-7 to GS-9, and from GS-9 to GS-11. The employees pictured in this publication represent some of those who have shown the ability to advance. Seventeen of those in this publication are in grades GS-12 and above; the rest are in grades GS-7 through GS-11.

It is significant that these employees are not assigned

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agencies, or to one or two Department offices dispersed throughout Agriculture. They do as well as research and regulatory work. As the Department's Director of Personnel, I am encouraged by the progress that has been made. But I am concerned that we are not moving fast enough. We need a number of new approaches designed to increase recruitment effectiveness in this important

area. This publication represents one of these efforts. I hope that these new personnel activities will stimulate interest among persons of all races and creeds, and especially young people, to apply for positions in this Department. We need to bring their talent to bear on the many challenging research and administrative problems which are typical of USDA operations.

The Department is sincerely pledged in its personnel policies to the full implementation of equal employment opportunity for all.

Carl B. Barnes

CARL B. BARNES
Director of Personnel

Administration



L. A. Patts, right, GS-15, Special Assistant to Secretary of Agriculture Orville L. Freeman with whom he is conferring, is a former dean of agriculture at Tuskegee Institute and Prairie View A. and M. College. Education: Hampton Institute; B.S. Iowa State University; M.S. Cornell; work toward doctorate at Ohio State.



Lawrence J. Washington, left, who was promoted to GS-14, form management representative of the Farmers Home Administration in 1961, and Administrator Howard Bertsch are discussing a memorandum. Mr. Washington joined Farmers Home in 1946 after 16 years in other agricultural agencies. Education: B.S. Southern University; further work at Tuskegee Institute.

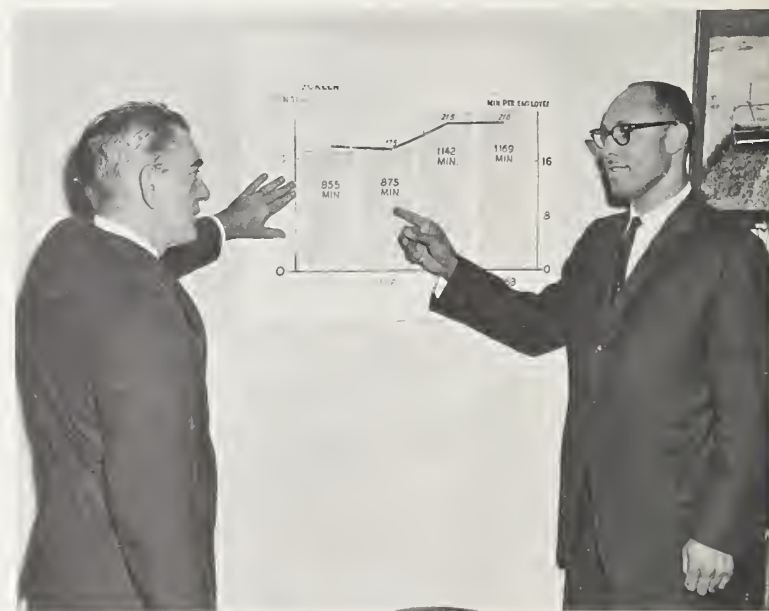
Albert S. Bacan, GS-14, assistant to the Administrator of the Federal Extension Service, and his secretary, Mrs. Mattie C. Calsan, are going over a letter together. Mr. Bacan was promoted from State agent of the Georgia Extension Service to his present post in 1959. Education: B.S. Savannah State College and M.S. University of Minnesota.

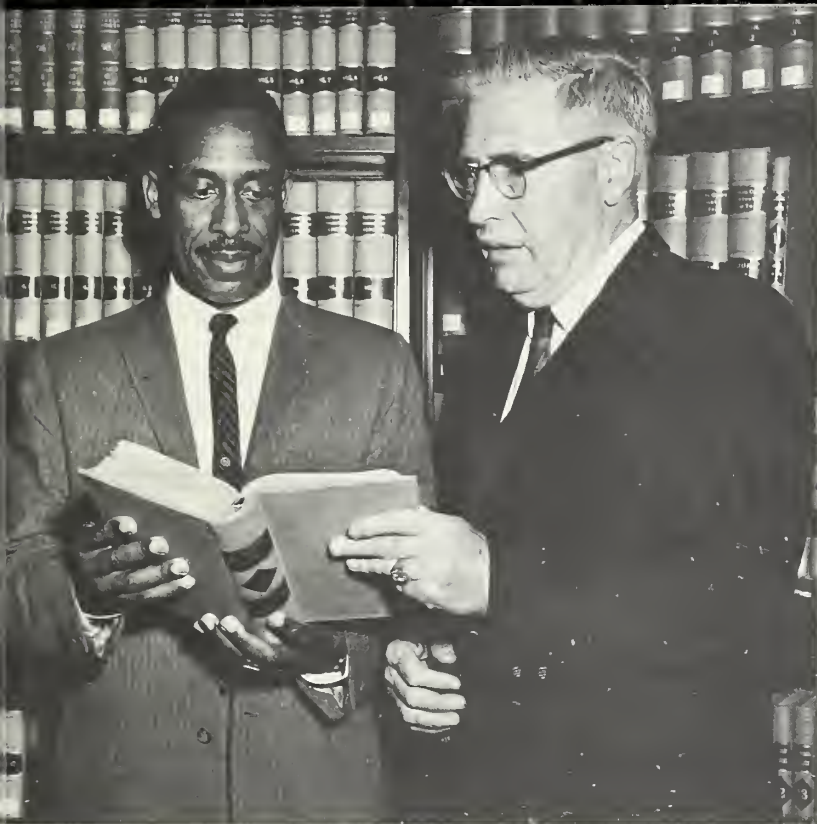




Dr. Alfred L. Edwards, standing, GS-16, is a Deputy Assistant Secretary who works closely with Assistant Secretary John A. Baker, right. With them are William M. Seabron, left, an Assistant to the Secretary; and Administrative Assistant Secretary Joseph M. Robertson. They are discussing the Department's anti-poverty program. Dr. Edwards joined the staff in 1963. Education: B.S. Livingstone College; M.S. Michigan State University; and Ph.D. State University of Iowa.

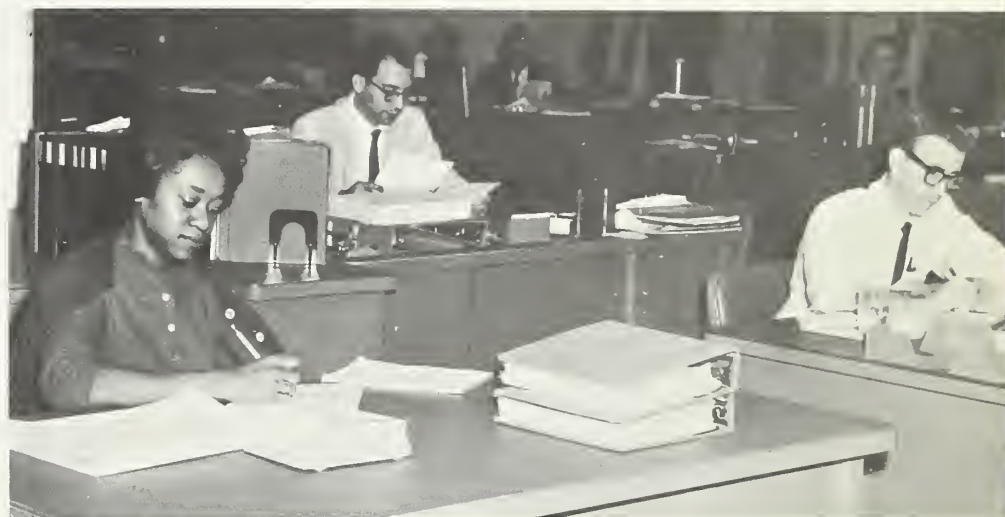
Victor B. Phillips, right, GS-13, assistant to Personnel Director John P. Haughey, left, Agricultural Stabilization and Conservation Service. He began his USDA career as an agricultural economist. Education: B.S. Longstan University; M.S. and work toward doctorate at Oklahoma State University.





Samuel J. Harris, left, GS-11, an attorney in the Office of the General Counsel. He is consulting on a regulatory case with Charles W. Bucy, Chief of his division. Attorney Harris joined the staff in 1963. Education: A.B. and LL.B. Haward University.

Miss Connie J. Timmons, left, GS-7, digital computer pragrammer in the Konsas City, Ma., office af Agricultural Stobilizotn and Canservotian Service, is studying coding system. Education: B.A. University of Missouri.



Morris A. Simms, Jr., left, GS-11, monogement troinee of the Agricultural Research Service, goes over his work with Ralph Reeder, assistant to the ARS personnel director; and Lewis Mayne, assistant ta the director of Meat Inspection Division. Mr. Simms' education: B.A. Lincoln University of Pennsylvania.



Miss Minnie N. Fuller, GS-9, a reference librarian at USDA's National Agricultural Library. Education: A.B. Haward University, B.S. and M.S. degrees in Library Science, Cathalic University.

Dr. Joseph Bradford, GS-13, information specialist on civil defense matters for Federal Extension Service, came to the Washington office in 1961 after 21 years with the Alabama Agricultural Extension Service. Education: B.S. Tuskegee Institute; M.S. and Ph.D. University of Wisconsin.



Mrs. Ella J. Green of the Office of Information who was promoted in 1963 to GS-9, writer-editor on the staff of "The Yearbook of Agriculture," entered the Department as a clerk-typist in 1946. Education: Howard University and USDA Graduate School.



Sherman Briscoe, left, GS-13, information specialist, and Harry P. Clark, Jr., chief of Press Service, scan a wire service report. Mr. Briscoe served as news editor of the Chicago Defender before joining the Department in 1941. Education: B.A. Southern University; M.A. and work toward doctorate American University.

James "Al" Horton of the Agricultural Marketing Service was promoted in 1964 to GS-12 editor of "Agricultural Marketing," agency-wide monthly publication of AMS. Education: B.S.J. Lincoln University's School of Journalism; further work at University of Minnesota.





Rex Ellis, GS-11, chemist, the Agricultural Research Service, Beltsville, Md., does research into the causes of meat spoilage and means of preventing it. Education: B.S. Agricultural and Technical College of North Carolina; work toward M.S., American University.

Alden H. Reine, GS-9, chemist, the Agricultural Research Service, New Orleans, La., has been assigned to a team of scientists who are seeking to further improve wash-wear cotton fabrics. He joined the agency in January 1963. Education: B.S. Xavier University; M.S. Notre Dame.

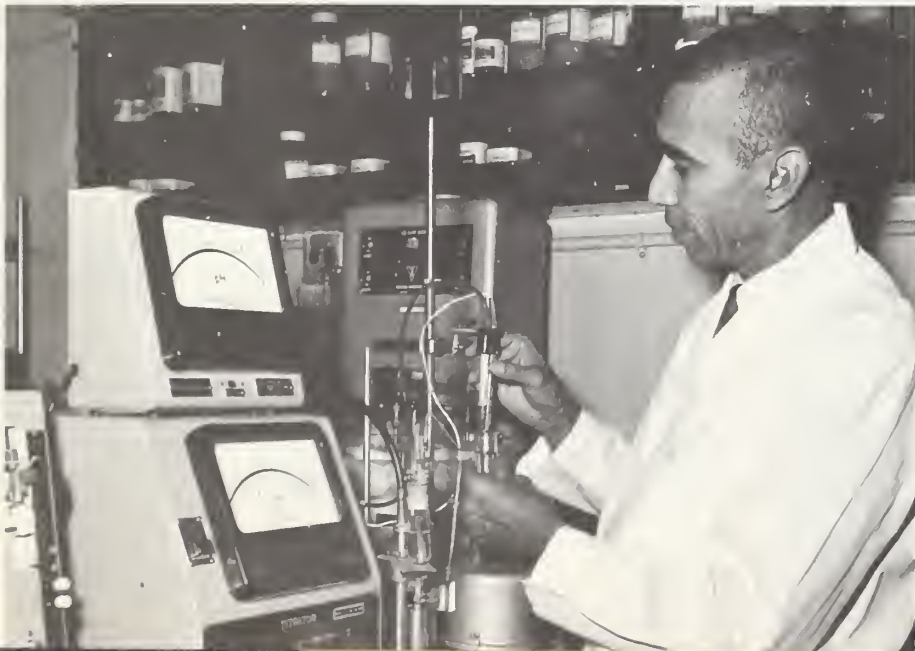


Research



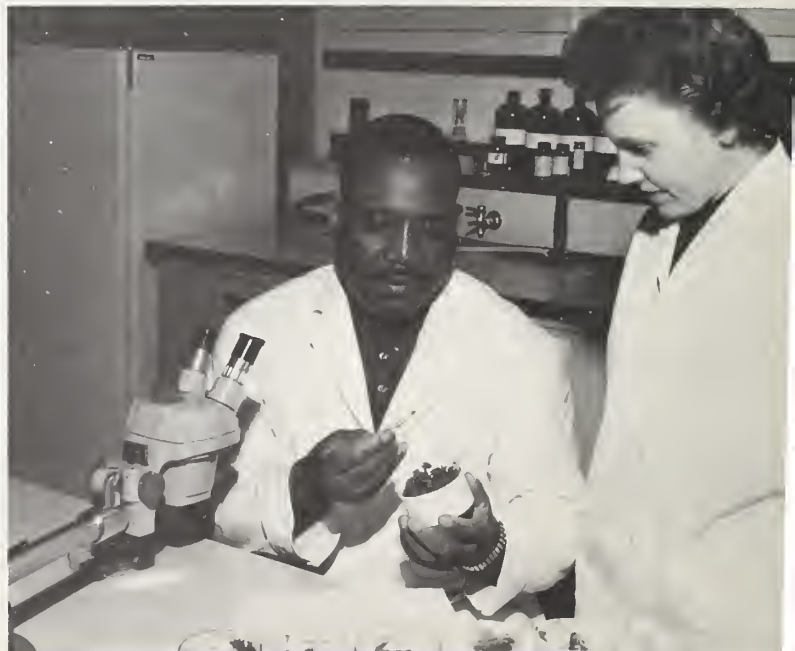
Colvin Corley, GS-9, chemist, the Agricultural Research Service, Beltsville, Md., and on associate, Nothton Green, study composition of effective insecticides. Education: B.S. Allen University; work toward M.S. at American University.

Albert J. Fryor, GS-9, physical chemist, the Agricultural Research Service, Beltsville, Md., is studying compounds which may be used as meat tenderizers. Education: B.S. Shaw University; further work at USDA Graduate School.



Mrs. Florence M. Richardson, GS-9, chemist, the Agricultural Research Service, Beltsville, Md., does research in fabric care during wear and laundering—especially the effects of bleach, soap, and detergents. Education: B.S. Fisk University.

Theodore A. Wilcox, GS-7, biologist, the Agricultural Research Service, Beltsville, Md., helps isolate and identify virus which may be used in controlling insects. Education: B.S. Agricultural and Technical College of North Carolina.



Agricultural Economics

Elmer J. Moore, standing, GS-13, and Lea R. Gray, left, GS-12 are agricultural economists in Economic Research Service. They are discussing the Department's anti-poverty program with John H. Southern, Chief, Area Economic Development Branch. Education: Mr. Moore, B.S. and M.S. University of California; Mr. Gray, B.S. University of Massachusetts; M.S. University of Nebraska; work toward doctorate at University of Maryland.



Cline J. Warren, GS-13, agricultural economist, the Economic Research Service, and the Honorable Mastafo Kamel, Egyptian Ambassador to the United States. Mr. Warren is chief economist on North African agriculture. Education: B.S. Agricultural and Technical College of North Carolina; M.S. Purdue University.

Wendell E. Clement, GS-13, agricultural economist, the Economic Research Service, helps measure the effectiveness of advertising and promotional campaigns on food consumption. Education: B.S. Kentucky State College M.S. Ohio State University; work toward doctorate at American University.





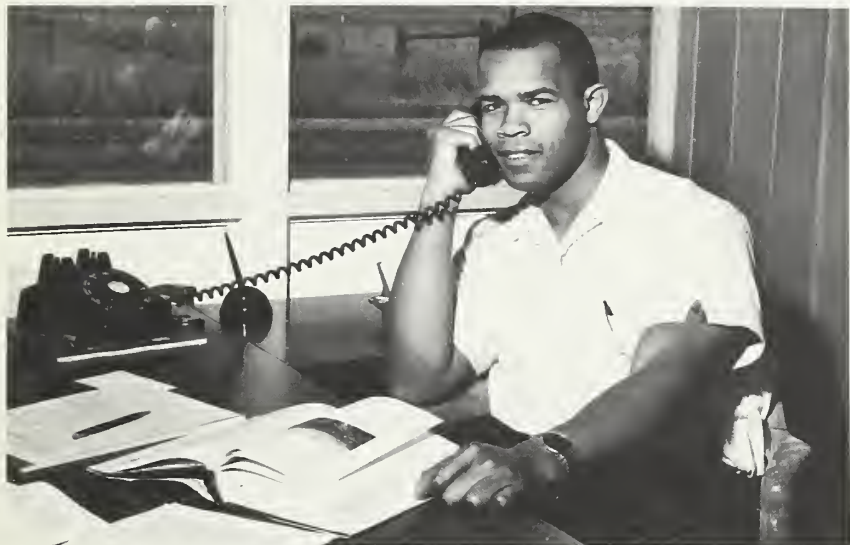
Leroy Patter, left, GS-7, and Onesimus Venzant, GS-9, are electrical engineers with the Rural Electrification Administration. Mr. Patter is assigned to the retail rate engineering staff, and Mr. Venzant to power transmission line design and construction. Both joined REA in 1963. Education: Mr. Patter, B.E.E. Howard University; Mr. Venzant, B.E.E. Southern U.

Engineering

R. C. Liu, GS-9, agricultural engineer of the Agricultural Research Service, Beltsville, Md., is displaying a 20-ray star he designed. From it he got an idea for improving farm buildings. Education: B.S. University of Nanking, China; M.S. Michigan State University.



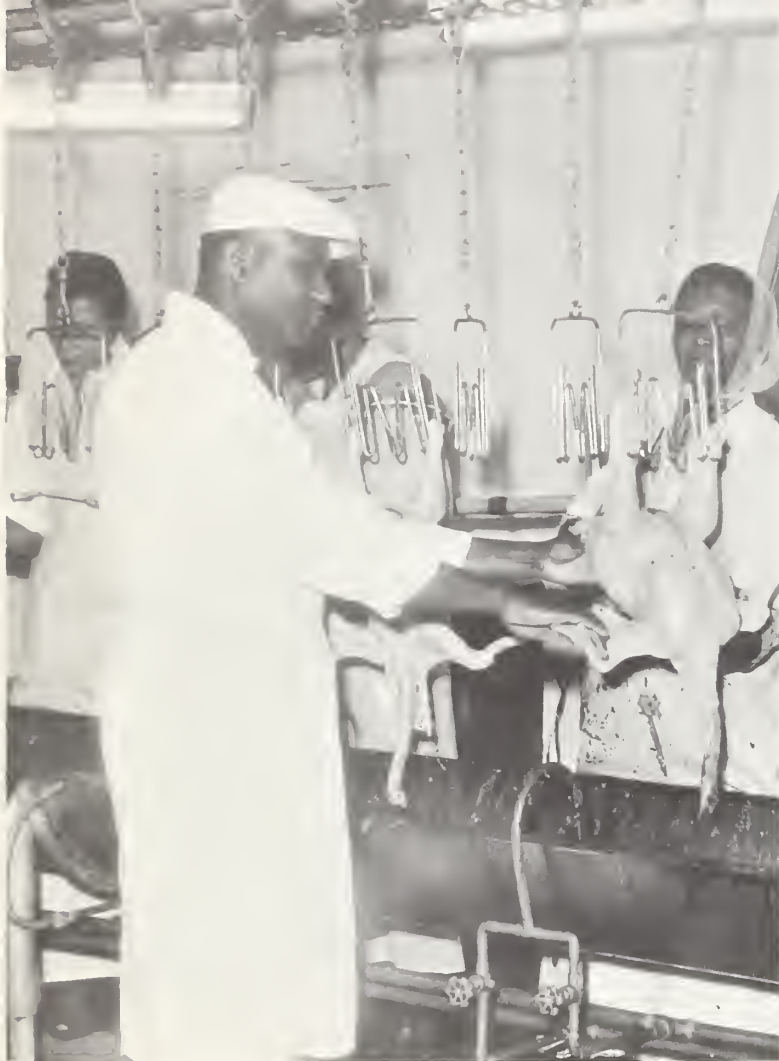
Carroll B. Williams, Jr., GS-9, research forester in entamology with the Forest Service, is assigned to insect control work at the agency's research station at Corvallis, Oreg. Education: B.S. and M.S. degrees University of Michigan.



John H. Slaughter, GS-7, is a civil engineer in road construction in the National Forests of Washington. He joined the Forest Service in 1960, and is stationed at Seattle. Education: B.C.E. Tennessee A. and I. State University.



Dr. Kuo C. Lu, GS-12, research physiologist of the Forest Service, and associate, Bratislav Zak, seated, study specimen under microscope. Dr. Lu was born in Malaya. Education: Ph. D. Oregon State University.



Dr. King S. Daniels, GS-12, supervisory veterinarian poultry inspector on the staff of the Agricultural Marketing Service, supervises the inspection of poultry in the St. Louis, Mo., area. Education: DVM Tuskegee Institute.

Regulatory Services

Thomas A. Marks, GS-11, supervisory chemist in the Chicago office of the Agricultural Marketing Service, directs a staff of 25 employees in the dairy division. He joined the Department in 1953. Education: B.S. Hampton Institute.





Hillord Lloy, GS-9, agricultural commodity grader with the boy inspection program of the Agricultural Stabilization and Conservation Service in Kansas City, Mo., joined the Department as a laborer in 1926. Education: Lincoln High School, Kansas City, Mo.

Dr. Reddick M. Gaode, GS-13, supervisory veterinarian poultry inspector with the Agricultural Marketing Service in Philadelphia, and two associates are busy at work. Dr. Gaode joined the poultry inspection staff in 1959. Education: DVM Tuskegee Institute.



Dr. Robert G. Ammons, Jr., GS-9, veterinarian with the Meat Inspection Division of the Agricultural Research Service, joined the staff in his native Baltimore in the summer of 1962. Education: DVM Tuskegee Institute.



Hollis D. Stearns, GS-9, State program staff assistant in Oklahoma for the Farmers Home Administration, is addressing a farm meeting. Education: B.S. Longston University; M.S. University of Illinois.

Field Services



Lowell A. Ponnell, GS-9, left, county supervisor of seven California counties for the Farmers Home Administration, and a borrower, discuss egg production. Education: B.S. and M.S. Prairie View A. and M. College.

Samuel S. Bocote, GS-7, assistant Farmers Home Administration county supervisor of Williamsburg County, S.C., admires a farm couple's home freezer full of food. Mr. Bocote's education: B.S. South Carolina State College.





Paul R. Cann, GS-9, county supervisor of San Diego and Imperial Counties for the Farmers Home Administration, receives from an Imperial Valley vegetable grower full repayment of a production loan. Education: B.S. Tennessee A. and I. State University.

Frank J. Richardsan, GS-7, sail conservationist with the Sail Conservation Service, and his supervisor, Clarence L. Daniels, study sails near Jackson, Tenn. Mr. Richardsan joined the staff in 1961. Education: B.S. Tennessee A. and I. State University.





W. Garth Tharburn, GS-13, U.S. agricultural officer in Sao Paulo, Brazil, and other diplomatic officers with a Brazilian snake specialist. Mr. Tharburn served in Paris before going to Brazil. Education: B.S. Hampton Institute; work toward M.S. at University of Maryland.

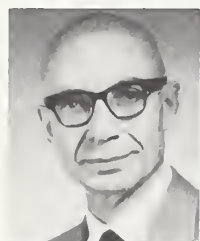
Henry W. Hearn, GS-7, civil engineer with the Soil Conservation Service county office at San Fernando, Calif., and an associate, John Dale, left, go over bridge construction plans. Mr. Hearn joined the agency in 1960. Education: B.S. Tennessee A. and M. State University.



James F. Hughes, left, GS-12 special assistant to Deputy Administrator of Soil Conservation Service. He began as a county work unit conservation trainee in Jackson, Tenn., in 1948. Mr. Hughes now works on intergroup relations matters. He is conferring with two SCS cartographers, Hans Larsen, center, GS-6, and G. O. Beadle, GS-9. They are employed at a regional office in Hyattsville, Md. Education: Mr. Hughes, B.S. Tuskegee Institute and further work, the University of Tennessee; Mr. Larsen, 3 years at Howard University.



ORVILLE L. FREEMAN
Secretary of Agriculture



JOSEPH M. ROBERTSON
Administrative Assistant
Secretary



CARL B. BARNES
Director, Office of
Personnel

Agency Personnel Officers USDA



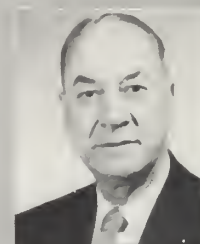
JOHN P. HAUGHEY
Agricultural Stabilization
and Conservation Service



WILLIAM C. LAXTON
Agricultural Marketing
Service



JOHN P. McAULEY
Agricultural Research
Service



JAMES A. SOMERVILLE
Farmers Home
Administration



W. NELSON MONIES
Federal Crop Insurance
Corporation



JOHN B. SPEIDEL
Federal Extension
Service



JOSEPH L. PHILLIPS
Foreign Agricultural
Service



CHALMER K. LYMAN
Forest Service



HENRY C. STARNES
Rural Electrification
Administration



VERNA C. MOHAGEN
Soil Conservation Service



JOSEPH P. FINDLAY
Office of Management
Services

Equal Employment Outlook

William M. Seabron, GS-16, Assistant to the Secretary, came to the Department in 1962 as assistant to the Director of Personnel and was promoted recently to his new post. Before coming to Washington, Mr. Seabron was deputy director of the Michigan Fair Employment Practices Commission. Education: B.S. State University of Iowa; further work at University of Michigan.



The Federal Government has subscribed to the principle of fair employment practice for many years. It is inherent in the Civil Service merit system. And yet equal opportunity for employment in Government has required additional safeguarding through executive action. Beginning with the administration of President Franklin D. Roosevelt in 1941, each subsequent Executive recognizing this need has issued an order forbidding discrimination by Federal agencies and by the Federal Government's contractors.

Executive Order 10925, which was issued by President Kennedy in 1961, states that "... it is the plain and positive obligation of the U.S. Government to promote and ensure equal opportunity for all qualified persons within the Government."

The Department of Agriculture as a part of the Federal establishment is dedicated by policy and practice to making this concept of equal employment opportunity for minority groups live in its operation. Positive measures to guarantee that not only the letter of the Order is observed but also its spirit have been undertaken generally in the Department. "Affirmative action" to bring the open-door policy of each Bureau to the attention of all qualified applicants must be continually expanded and intensified. This—a unique ingredient of this Administration—provides for an aggressive, positive, special effort to attract and employ the talents of previously excluded minorities. Present employees are urged to make known

the unused skills and qualifications they may possess for reassessment and possible promotion or reassignment.

The test of the sincerity with which equal employment opportunity is available for minority group workers in this Agency, however, is inextricably tied to the availability of qualified applicants who successfully complete the various Civil Service tests required to obtain employment consideration. This presupposes equality of educational opportunity which unfortunately does not exist in many sections of our country. To obtain more talent secondary public school education available to minority group youth must be strengthened and a realistic upgrading and updating of college course offerings must be continually achieved in the institutions where the majority of these workers are trained, if quality graduates are to be available.

It is our hope that this publication will stimulate a desire among many qualified minority group workers to prepare to join the team at Agriculture—to realize that an equal chance awaits them here. That they can become one of the 300 Agronomists, 1,000 Chemists, 5,000 Foresters, 1,600 Soil Scientists, or 72,000 other employees in the Department.

This pictorial review of present use of minority group employees in USDA is encouraging. It represents a sound base on which forward looking personnel policies and practices can build an even fuller utilization of the competencies and talents of these workers.

William Seabron

WM. M. SEABRON

Assistant to the Secretary

U.S. Department of Agriculture



U.S. Department of Agriculture, Washington, D.C., Other Office Facilities and Personnel are in Some 3,000 Counties and 61 Foreign Countries.